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Consideration of reports submitted by States parties under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women

Fourth periodic report of States parties

Barbados*

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INTRODUCTION

This report is based on a review of relevant publications and contributions collected from the various Government Ministries. It is the fourth to be submitted to the Committee on the Elimination of Discrimination Against Women (CEDAW), since the signing and ratification by Barbados of the Convention and will serve as an update of the previous report.

The report is divided into two parts. The first part will provide general background information on the country, its population, ethnic composition, economic status, political and legal system.

The second part examines each article of the Convention.

Background information on Barbados

Geography

Barbados is the most easterly of the Caribbean Islands located at 130°10'N latitude and 590°35'W longitude.

The Island is 34 kilometres long by 23 kilometres wide a total land area of approximately 432 square kilometres or (166 square miles) and is a coral formation except for the Eastern Scotland District.

The Island is comparatively flat with its highest point being 340 metres (1,115 feet) above sea level.

The population is virtually unchanged, moving from 264.2 thousand persons in 1994 to 264.6 in 1996 and 267.4 in 1999.

In 1994 there were 3,547 live births in comparison to 3,612 in 1998. The rate of natural increase in 1994 stood at 4.5 whereas in 1999 it increased to 5.5.

The death rate moved from 8.9 per 1,000 persons in 1994 to 9.0 in 1999 which is an increase of 0.1%.

In 1994, the labour force stood at 135,100; 68.8% of the labour force were male and 66.3% were female. By 1999, the total labour force stood at 136,600 with 71.0% males in comparison to 65.6% females.

In 1994, the average annual unemployment rate was estimated at 29.6%; by 1999 the unemployment rate stood at 14.2%. This represents a 15.4% fall from 1994 figure. The unemployment rate for males in 1994 stood at 13.1%; by 1999 it had decreased to 5.5%.

The unemployment rate for females in 1994 stood at 16.2%; by 1999 it had decreased to 8.7%.

SOURCE: Barbados Economic Report 1996
Barbados Economic Report 1998

TABLE 1. BIRTHS, DEATHS AND INFANT MORTALITY 1994 - 1999

YEAR	Live No. Of Births	No. Of Deaths	Natural Increase	Infant Mortality
1994	3547	2291	1256	30
1995	3473	2481	992	46
1996	3519	2400	1119	50
1997	3784	2297	1487	50
1998	3612	2471	1141	28
1999	3882	2428	1454	39

TABLE 2. POPULATIONS BY SEX (000 PERSONS)

YEAR	TOTAL	MALE	FEMALE
1994	264.2	126.5	137.7
1995	264.4	126.6	137.8
1996	264.6	126.6	138.0
1997	266.1	127.4	138.3
1998	266.9	128.3	138.6
1999	267.4	128.5	138.9

SOURCE: **Barbados Economic Report 1996.**
Barbados Statistical Service.

ECONOMIC DEVELOPMENTS

The Barbados economy grew for the sixth consecutive year with real gross domestic product expanding by an estimated 4.4% during 1998. This was the fastest rate of growth since 1996.

The year 1996 will be remembered as the year when economic recovery from the recession of the early 1990's was finally attained. The Barbadian economy expanded robustly in 1996, with real output increasing by 5.2%. It was the fourth consecutive year of economic expansion.

One major feature in the performance of the Barbadian economy in 1996 was the reduction in the rate of unemployment from 19.7% in 1995 to 15.6%. By 1998, unemployment was reduced to 12.3%. Unemployment among males declined by 4.1% whereas unemployment among females declined by 4.0%. In 1996, the Canadian Farm Labour Scheme provided employment for 585 persons. Out of these 585 persons, 25 were females. In 1996 some 114.3 thousand persons were employed compared to 109.9 thousand in 1995. In 1995, 14.4% of women were unemployed compared to 11.6% in 1996.

A strong export performance, coupled with a modest rise in tourism receipts (please see Appendices) helped to sustain the current surplus in the balance of payments. Higher capital inflows, as well as lower amortisation payments, led to a turn-around in the capital account from a deficit of $126.1 million in 1995 to an estimated surplus of $101.1 million by the end of 1996.

Another positive aspect of the performance of the economy was the movement in the general level of prices. The average annual rate of inflation was a negative average of 1.3% compared with 7.7% recorded in 1997, when the Value Added Tax (VAT) was introduced. This continued fall in unemployment has resulted in the lowest recorded rate since 1992.

SOURCE: Barbados Economic Report 1996
Barbados Economic Report 1998

POLITICAL DEVELOPMENTS

In Barbados, all parties are committed to the principle of equal rights and opportunities for all in the society, including women. Women continue to enjoy equal opportunities in most areas and are extended all freedoms and social justice as declared by the Constitution.

LEGAL DEVELOPMENTS

Women continue to make strides in gaining legal reforms that enhance their status and remove any gender imbalances. The Bureau of Women's Affairs and the NGOs continue to fight against any gender imbalances in the community.

THE NGO COMMUNITY

During the last several years, women's organizations in Barbados have taken a more direct interest in gender issues. Moving from just demanding equality, they have been working towards interfacing with various agencies to see that women's views are sought and heard on a wide variety of topics.

Though not giving up their traditional role as care-givers and service providers, the momentum generated by the widespread preparations for the Fourth World Conference on Women held in Beijing in September 1995, and the direct involvement in that global meeting, have given members a new focus and renewed impetus.

The NGOs see their role as the fourth partner in a relationship with government, the corporate body and the unions. In this partnership the NGOs bring the voice of ordinary citizens and their concerns to the fore.

In the Women's Movement, leaders have seen many of their members playing a larger role in the management of the country by making themselves available to serve on Boards, Committees and Councils. They keep in touch with various Government Ministries and seek to make the views, needs and skills of their members known to government.

The NGOs have been able to persuade Government to include their representatives in delegations to various regional and international conferences. These NGOs both separately and through their umbrella body, NOW, have maintained a very cordial relationship with the Bureau of Women's Affairs, Government's focal point for women. The Bureau has consulted with them on matters of policy and has solicited their help when planning and mounting programmes. The NGOs have reached out to the Bureau for assistance in their projects, for help with the production of materials, for research

and information.

However, the NGO community has stated that "the average member of our organisation" and the "woman in the street" are blissfully unaware of the purpose, function or work of the Bureau. The National Organisation of Women feels that "more could be achieved towards the personal and economic development of women, if the Bureau was better funded and supplied with more adequate staff". It is further felt that the centralized nature of the Bureau "where all activity seems to be centered on the Director" also impedes their work since "it is often difficult to obtain information or assistance in a timely fashion".

NGOs in Barbados have recently formed an Umbrella Body for policy coordination. This Body, the Barbados Association of Non-Governmental Organisation (BANGO), represents 3,000 persons.

SOURCE: National Organisation of women.

ARTICLE 1

THE DEFINITION OF 'DISCRIMINATION AGAINST WOMEN'

There is no specific legal definition of "discrimination against women". The law states that there should be no discrimination based on race, place of origin, political opinions, colour or creed. The omission of sex from the Constitution suggests that women can be discriminated against.

The Bureau of Women's Affairs and the NGO community continue to advocate for the inclusion of sex in the Constitution to ensure that women are not discriminated against. This has not yet been achieved.

In 1997, the Constitution Review Commission recommended that the new language to be used should be gender neutral. In particular, the Commission referred to Section 23 of the existing Constitution, which protects the individual from discrimination on certain grounds that do not include sex. The Commission recommended that this position should be altered and the category of sex included in the definition of "discriminatory."

ARTICLE 2

LEGAL AND ADMINISTRATIVE MEASURES UNDERTAKEN TO ELIMINATE DISCRIMINATION

During the period under review, the following legislation was passed to ensure that women were not discriminated against.

The Marriage Amendment Act, 1994 and the Marriage Amendment (No.2) Act 1994 which deal with the removal of the three (3) day waiting period of residency prior to marriage being performed both civilly and in the Church: and

The Shop Act 1996, addressed the protection of women from unfair employment practices.

The Bureau of Women's Affairs continues to act as Government's focal point for women issues. In addition to the Bureau, the Centre for Gender and Development Studies at the University of the West Indies prepares individuals for their roles in a non-patriarchal society. There are three aspects to this Centre: teaching, research on women and advocacy.

The Centre remains engaged both within the academic and Barbadian community. It works with women's groups to promote women's interest and helps to make national impact on policy through its relationship with the Bureau. The Centre is also involved in developing new courses as a way of spreading scholarship on the changing nature of gender relations in the Caribbean. During the period 1994-1996, sixty (60) women were trained in gender and development. A one-day Workshop was hosted for fifty (50) persons from the secondary schools. The theme of the Workshop was "Gender and Self-Esteem - Making Choices: Learning Life Skills."

As part of its training component, the Centre has a Certificate Course in Gender and Development Studies. During the period under review, fifty (50) women have been trained.

The Office of the Ombudsman has also been established to deal with grievances from members of the public.

SOURCE: Centre for Gender and Development Studies

ARTICLE 3 & 4

MEASURES TO ENSURE THE FULL DEVELOPMENT AND ADVANCEMENT OF WOMEN AND BASIC HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS ON AN EQUAL BASIS WITH MEN.

The Government of Barbados has taken some positive measures to ensure the full development of women and to make sure they enjoy human rights and fundamental freedom on equal terms with men.

During the last Election, three (3) women were elected to a Parliament of twenty-eight (28) seats. One woman was elected in the 1989 Elections. In the Senate, in the 1999 Elections, there were seven (7) female Senators, out of the twenty-one (21) in comparison to six (6) females out of twenty-one (21) for the 1994 Elections. The lack of more females in this process can be attributed to the fact of socialization of the male and female and also the fact that political roles and family roles appear to be incompatible.

There is still a lot to be done socially to make sure that there are equal opportunities for women (especially those with families) in this field.

SOURCE: Bureau of Women's Affairs

ARTICLE 5

SOCIAL AND CULTURAL PATTERNS THAT LEAD TO DISCRIMINATION AND TO STEREOTYPED ROLES FOR MEN AND WOMEN. RESPONSIBILITY OF BOTH MEN AND WOMEN FOR RAISING CHILDREN.

A lot has been done in terms of public policy. Some measure of success can be seen from the fact that some men are undertaking a greater role in parenting although it is still seen as the primary responsibility of the mother. This is because of:

a. the way that men and women are socialised in the home; and

b. Existing prejudices by the schools and other institutions, which portray woman as the primary caregiver and continue to place women in this stereotyped role.

c. Fathers are seen as outsiders who play peripheral roles in the family.

Fathers are more and more seen as equally responsible for the care and nurturing of their children as mothers are. Single parent fathers are as much the norm as single parent mothers. More and more the Courts are awarding joint custody to parents.

PAREDOS (Parent Education for Development) recognized the need for ongoing parent education activities. This organization seeks: -

(a) to raise the level of public awareness about the value of communication and problem solving as effective parenting skills;

(b) to teach communication skills to parents, guardians, caregivers and teachers; and

© to improve the quality of family life through a comprehensive National Programme of information, education and training. It outreaches to parents of young children and also the male population.

P.E.T (Parent Effectiveness Training) is a programme that tries to strengthen the parent-child relationship by teaching important communication and problem-solving skills to both male and females.

This new focus of including the father in the care of the child is considered to be an important aspect in the emotional and physical development of the newborn.

Source: Child Care Board.

ARTICLE 6

SUPPRESSION OF THE TRAFFIC IN AND OF THE EXPLOITATION OF THE PROSTITUTION OF WOMEN.

In the Barbadian Society, prostitutes are still seen as immoral persons. The Sexual Offences Act 1992 was instituted to prevent traffic in women and girls.

Total elimination of prostitution has not yet been achieved.
It appears that a number of prostitutes are drawn into prostitution because of poor education, employment and poverty. Furthermore, the growing emphasis on tourism as a foreign currency earner also stimulates the sex trade as a significant number of tourists engage in sex for money with locals.

ARTICLE 7

ELIMINATION OF DISCRIMINATION AGAINST WOMEN IN POLITICAL AND PUBLIC LIFE.

There is no barrier to women's participation in public and political life in the Constitution of Barbados. Since 1943 women were given the right to vote. They are entitled to hold public office and to exercise all public functions established by national law on equal terms with men.

Predominately, women do not stand for electoral office as frequently as men do and their political participation is confined to voting for predominantly male candidates.

The Barbadian woman is considered responsible for the welfare of her spouse, children and the elderly. As a result of this, women are left little time to take an active part in political life. Furthermore, women do not appear to venture into politics in their own right because they find it difficult to gain family and public, moral and financial support for their political ambitions. It appears that women rarely support other women in political life, preferring instead to support males at election time.

The 1994 election saw an increase in the number of women in active politics. During this election, 3 women were elected in comparison to 1 in the previous election.

TABLE OF BARBADIAN WOMEN IN HIGH OFFICE IN 1999

TITLE	MALES	FEMALES	TOTAL	% FEMALES
Permanent Secretaries	19	3	22	13.6
Parliamentary Secretaries	2	1	3	33.3
Elected Ministers	25	3	28	10.7
Senate	14	7	21	33.3
Judges of High Court	5	1	6	16.6
Judges of Appeal	3	0	3	0
Magistrates	5	3	8	37.5

ARTICLE 8

EQUAL OPPORTUNITIES WITH MEN TO SERVE AS REPRESENTATIVES OF GOVERNMENT AT THE INTERNATIONAL LEVEL AND AS PARTICIPANTS IN THE WORK OF INTERNATIONAL ORGANIZATIONS

There is no legal impediment preventing women from representing the country at international level. Women and men have the same rights in this area. The appointment of women to Embassies and International Agencies continued to be proportionally lower than that of men.

However, women represent Barbados at the International Level. There is currently a female Deputy Prime Minister who is also the Minister of Foreign Affairs.

There are currently four Heads of Mission (one acting) and one Deputy Head of Mission in the Barbados Foreign Service.

ARTICLE 9

EQUAL RIGHTS TO ACQUIRE, CHANGE OR RETAIN THEIR NATIONALITY

According to the Constitution, a person may become a citizen of Barbados in the following ways:

- by birth in Barbados - this does not apply to persons whose parents possess diplomatic immunity if neither is a citizen of Barbados.

- by descent - from a Barbadian father, or in the case of a child born out of wedlock, a Barbadian mother.

- by registration - the wife of a Barbadian can be registered as a citizen subject to national security or public policy considerations.

The Barbadian Citizenship Act is one where difference in sex plays a very significant role. The sexual discriminatory factor that exists in this Act affects not only women but men as well.

A male non- citizen married to a female citizen is entitled to citizenship. The female parent determines the citizenship of a child born out of wedlock. Consequently, children of a female citizen who is married to a non-citizen will not be automatically entitled to citizenship by descent if not born in Barbados.

SOURCE: The Barbados Constitution.

ARTICLE 10

ELIMINATION OF DISCRIMINATION AGAINST WOMEN IN THE FIELD OF EDUCATION.

Career and vocational classroom guidance, career days, career seminars and showcases are offered on an annual basis to boys and girls in secondary schools who are selecting subjects and options for examinations and who are exploring information on careers and related jobs. These sessions help students to explore career areas without gender bias.

The majority of schools are co-educational. Twenty-one (21) of the twenty-three (23) public secondary school in Barbados are co-educational.

Teachers are aware of the problems associated with gender biases and they ensure that textbooks selected do not reflect gender biases. If any text reflects such biases, this is dealt with at classroom level and at professional level with departmental heads as well as stationers.

No discrimination exists in relation to benefits from scholarships, grants and access to programmes for continuing education.

Both males and females are given the opportunity to compete at the national and international level in the sports arena especially in the area of track and field, netball and volleyball. In addition, girls are involved in traditional sports such as cricket, football and basketball.

Some of the efforts made by school attendance officers to reduce the female drop-out are regular checking of school attendance registers; visits are made to homes of parents whose children are often absent from school. If necessary, references are made to relevant agencies in aiding a speedy return of students to schools; cases of absence reported by members of the public are investigated and followed up by the officers; students are addressed and informed of the importance of attending school.

Over the last four decades, Barbados has been in the forefront in providing Health and Family Life Education and information through the Barbados Family Planning Association.

Polyclinics, which are strategically placed throughout the Island, provide Health and Family Life Education using Nurses trained as Family Life Educators. More recently the AIDS Education Information Centre has been established to educate the public on the serious threat of HIV/AIDS.

Public, primary and secondary schools have utilized resource personnel from these health agencies.

There are approximately one thousand more female teachers than male teachers employed in the private and public schools in Barbados. Of the one hundred and twenty-eight public and private schools, seventy-seven (77) are headed by females.

Source : Ministry of Education.

ARTICLE 11

ELIMINATION OF DISCRIMINATION AGAINST WOMEN IN THE FIELD OF EMPLOYMENT.

Barbados has ratified a number of International Labour Organisation (ILO) Conventions that seek to ensure the elimination of discrimination against women in the field of employment. Conventions No. 100 Equal Remuneration, No. 111 Discrimination (Employment and Occupation) and No. 122 Employment Policy were all ratified in the 1970s. Ratification means that Barbados has agreed to abide by the principles outlined in the Articles of the Convention. Hence, Barbados continues to uphold standards of non-discrimination of women in employment.

Women are not excluded from protection offered to employees under General Labour Legislation. In addition, the Employment of Women (Maternity Leave) Act provides for the grant of maternity leave for females and protection of their employment during such leave. The Factories Act prohibits the employment of women in certain processes connected with lead manufacture.

The number of females employed has risen from 47.9 thousand or 44.7% in 1991 to 54.5 thousand or 46.4% in 1998. During the same period the female participation rate increased from 57.3% to 60.6%, while at the same time female unemployment fell from 21.8% to 15.6%.

Source: Labour Department.

ARTICLE 12

ELIMINATION OF DISCRIMINATION AGAINST WOMEN IN THE FIELD OF HEALTH.

Barbados has made considerable progress in the elimination of discrimination against women in all spheres of activities. Several pieces of legislation have been placed on the Statue book to uphold and maintain this progress.

Consequently, there is no direct discrimination against women in the field of health. Barbadian women can pursue any health profession which is provided in Barbados once they have demonstrated capability of doing so.

Although the Ministry's policy over the years has been based on providing services to match needs, yet it recognizes that there are certain services that must be made available and easily accessible to advance and promote the reproductive health of the females. These services are maternal and child health services which include antenatal and postnatal care and family planning services.

The maternal and child health services are provided in the Polyclinics which are strategically placed to ensure easy accessibility. Ability to pay for these services at the Polyclinics or Government operated health institution is not a determining factor to access these services.

The services dealing with reproductive health are described hereunder: -

- Antenatal Care

  - All pregnant women are encouraged to attend the nearest Polyclinic or antenatal care by the twelfth week of pregnancy in order to ensure health outcome of the pregnancy for both mother and child.

  - All antenatal mothers are counselled about HIV/AIDS and are encouraged to have an HIV Screening test.

  - Since 1995, pregnant women who have been tested positive for the AIDS virus have been offered AZT in their regimen of care to reduce the risk of perinatal HIV transmission. Women opting to take AZT are counselled and informed consent is obtained.

  - Pregnant women also have access to free dental care. By thirty-six (36) weeks of gestation, these women are referred to the main acute general Hospital for further management and delivery. All births take place in the acute general Hospital which allows for total medical coverage of all deliveries and lessens the incidence of complications for both mother and child.

- In 1997 the maternal mortality rate continued to be zero, the same rate as for 1995.

➢ Postnatal Care

With respect to postnatal care, the object of this is to promote and maintain the health of the mother and infant during the period from childbirth and continuing up to six weeks. During this period, notwithstanding the encouragement for breast-feeding, the mother's physical and psychological health is also promoted. Mothers are visited by Public Health Nurses at home within 48 to 72 hours of their discharge from Hospital. Mothers have access to breast-feeding support groups in the Clinic and the community.

➢ Family Planning (Services)

- Family planning services are offered at all the Polyclinics, Out-Patient Clinics, private Physicians and the Barbados Family Planning Association. The objective of this service is to provide men and women with the necessary information on contraceptive methods and techniques enabling them to make wise choices in planning their families and to avoid health risks.

- The below-mentioned Programme recognizes the needs of adolescents:

➢ Adolescent Health Programme

- These services are provided at the Government operated Polyclinics and cover family life education as well as school outreach programmes. Non-governmental organisations are involved in this service to the extent that they design youth programmes.

- The objective of the adolescent health programme is to assist in developing positive self-images and confidence in making decision and choices.

- The programme consists of wide range of issues among which are self-esteem, human sexuality, HIV/AIDS, budgeting, values and environmental health.

- Both the adolescent male and female are encouraged by their schools through referrals from medical personnel and by parents to participate in the programme.

➢ Pap Smear Screening Service

- This service is provided in all the Polyclinics to detect the early presence of cancer of the cervix. In 1998, pap smears done at the Polyclinic declined by 1.3% over the 1997 figures.

- Statistics have shown that women in the 45 and over age group are not sufficiently utilizing the Pap Smear Screening Services. An educational/ sensitization programme will be initiated to encourage women over 45 years to have pap smears.

Recently the Government of Barbados, in collaboration with the Commonwealth Secretariat, has embarked on activities to make its policies and programmes gender sensitive in order to effect gender equality and equity.

To achieve this objective, the Ministry of Health and representatives of the National Organisation of Women (NOW), the Barbados Registered Nurses Association (BRNA) and the Barbados Family Planning Association (BFPA) participated in a training workshop in Trinidad from March 23 – 27, 1998, on mainstreaming gender in the Health Sector.

Further, various Ministries and Departments of Government have participated in the three-day workshop in Barbados during April 1999 on integrating gender into the national budget.

Both workshops were sponsored by the Commonwealth Secretariat.

Source: Ministry of Health.

ARTICLE 13

ELIMINATION OF DISCRIMINATION AGAINST WOMEN IN OTHER AREAS OF ECONOMIC AND SOCIAL LIFE.

Both male and female are entitled to national assistance in cash or kind under the National Assistance Act CAP 48 and the National Assistance Regulations 1964 (and subsequent amendments). Such assistance is of a temporary duration and is designed to provide some of the basic necessities of life.

Cash grants are also posted to persons who do are not eligible for benefits under the National Insurance and Social Security Scheme but who were determined by investigation, to be "in need by reason of being prevented by some disability from earning a living or had no resources to maintain themselves or who were unable to find work.

Other support comes in the form of Assistance- in - kind
which would include:

- the payment of house or land rent
- the payment of water and electricity bills
- the provision of food or clothing
- burial of deceased indigent persons
- counselling services
- legal aid services
- disaster preparation, relief and rehabilitation

SOURCE: Annual Report of the Welfare Department.

Women are not prohibited from acquiring loans from banks or other financial institutions to purchase houses or other forms of property. Both male and female are entitled to the same rights but some institutions may request the husband's signature as a guarantor of the loan. An individual's income determines whether or not one qualifies for a loan. Although there are schemes for low-income workers, those who are unemployed or earn little are often disadvantaged. This group is mainly composed of women. In spite of this many women still emerge as managers/owners of businesses, homes and properties.

Most women appear to acquire loans from the credit unions where they are entitled to borrow three to five times the amount of money which they have saved.

SOURCE: Inter – American Institute for Co-operation on Agriculture (IICA). Women Small Farmers in the Caribbean. July 1996.

Taxation is governed by the Income Tax Act. The 1969 Income Tax Act was discriminatory since a married woman's income was taxed as part of her husband's income. A subsequent amendment of this Act allowed married women to be taxed separately from their husbands and get individual rebates. Child allowances are still credited to the man where the parties are married and the woman is not the sole breadwinner. A letter must be obtained from the husband in order for the wife to claim for the children.

Women have the same right as men regarding housing and housing allowances, health and insurance benefits offered by employers.

Everyone has a right to participate in recreational activities, sports and cultural life. Most sports and facilities are to be found in schools, colleges and universities where all students have access to them. These facilities are also available at sports clubs and community centers

Government has created the National Sports Council to stimulate, facilitate and improve the standard of athletic, aquatic and other sports and to secure the most favourable arrangements for the promotion of sports.

ARTICLE 14

PROBLEMS FACED BY RURAL WOMEN

The Association of Women in Agriculture in Barbados was established in October, 1998. It comprises Rural and Urban women who are involved in agriculture and agriculture-related activities. The overall goal of the Association is to equip women to be self-reliant, thereby empowering them so as to improve their overall socio-economic status.

This Group comprises some eighty-five (85) registered members, who are either full-time or part-time farmers. The Group has developed its Constitution and is registered as a member of the umbrella Barbados Agricultural Society (BAS).

Barbados' small size and flat topography makes it possible for small farmers to enjoy a level of cosmopolitan life while producing agricultural foodstuff. It does not have a typically rural sector but rather a suburban sector that is fully integrated into the rest of the country.

Barbados has land management policies that specifically benefit women. The Succession Act of 1975, the Property Act of 1979 and the Family Law Act of 1981 all address the legal recognition of women who are either in formal or informal relationships with men and are faced with the issues of inheritance and ownership of land. Under these laws, women and men are treated as separate persons regardless of their union status, rather than a single entity represented by the man of the family. Women are entitled to a portion of the family holdings based on their contributions as homemakers or parents in the case of death or separation of their companion.

The Tenantry Freehold Purchase Act of 1980, and the Agricultural Holdings Options To Purchase Act of 1982 gave persons who had been renting house spots or agricultural land for at least five years the right to purchase land from their owners. This legislation has allowed a significant number of persons, including women, access to land titles.

With access to land titles, women are able to acquire loans. The major executor of credit policy in Barbados is the Barbados National Bank. The agricultural division of the Bank acts as an intermediary through which the government's financial resources are disbursed. Its purpose is to ensure the agricultural sector's access to credit. Other public and private institutions offer credit to the agriculture sector, but their data shows that credit available for non-export food production is relatively low.

Typically women do not have titles to the land they farm; the lack of guarantors and insufficient collateral thereby limit their access to formal credit. The most widespread approach to increasing investment in farming is to finance such investments out of the returns from production or previous sales. Some of them obtain loans from NGOs such as Women In Development and other informal sources.

The average age of women in rural areas is 40 and over thus reflecting the aging of the rural population and over 45% of them were heads of household. This meant that women have a secondary occupation in domestic/ housework activities.

Women usually have majority responsibility for the welfare of children. The multiplicity of roles that women play in rural farm households indicates that women work longer hours than men and that the majority of tasks required to keep the family functioning are assigned to women. The varied roles that women play and the time that they devote are considered as given. The care of children and other members of the household and the community, as well as other activities, are juggled.

The Barbados Government has concentrated much effort on the development of infrastructure and the provision of basic services such as electricity, water and telephones across the island. Schools and public medical care are easily accessible from every parish. There is a comprehensive public transportation system, which has increasingly been supplemented by private concessionaires. Although rural development projects and programmes are important for women, their impact on the female population and on small farmers has been varied. There is generally no reference to women in the various programmes nor acknowledgment of gender differentials

In general, government programmes and policies directed specifically at women farmers are non existent. If projects are specified as women's projects, they often focus on training programmes in areas such as handicrafts, cookery, dressmaking, and other skills traditionally associated with women. As far as farming is concerned, these programmes do nothing to increase the efficiency of women farmers.

SOURCE: Inter- American Institute For Cooperation On Agriculture
(IICA) Women Small Farmers in the Caribbean, 1996.

ARTICLE 15

EQUALITY BEFORE THE LAW

Under the Constitution, women are considered co-equal with men. Women can be sued in their own right. In cases where women cannot afford legal services, legal aid is provided by the Welfare Department which has two attorneys assigned to it. There is also the Community Legal Aid Services which also caters to women. Some of their clients are referred through the courts. This agency has a list of attorneys from which their clients can make a choice.

The Constitution guarantees both men and women the same rights with regard to freedom of movement and freedom to choose their residence

According to the Constitution, the wife of a Barbadian male can be registered as a citizen subject to national security or public policy considerations. There is no corresponding right for the husband of a Barbadian woman. As a result, women and their non-Barbadian spouses are being disadvantaged.

ARTICLE 16

ELIMINATION OF DISCRIMINATION AGAINST WOMEN WITHIN MARRIAGE AND THE FAMILY

There are three types of conjugal unions in Barbados:

- Legal marriage: Persons enter into a relationship which is legally binding and which in most cases is solemnized by a minister of religion.

- Living relations: sometimes referred to as "faithful concubinage" where a couple live together, assume all the responsibilities of a legal union, but are not legally married.

- Visiting relationships: One partner visits the home of the other; there is some measure of responsibility in this relationship but it does not have the stability of the above-mentioned.

Women have the same rights as men to choose a spouse and can enter into marriage with free and full consent as long as they are over the age of 16.

Both spouses have a reciprocal duty to support each other during marriage. In functional terms the contemporary Barbadian family still retains the four basic functions:

- procreation

- economic support of its members

- emotional and psychological support

- socialisation.

Spouses have basically the same personal rights. A spouse is entitled to choose a profession and an occupation.

Domestic Violence appears to be prevalent in many households. This is a much more serious problem for women than for men although there are also cases of men being the victim.

Domestic violence includes physical and verbal harassment of a spouse, wife-beating, threats of violence, rape, sexual harrassement or assault.

SOURCE: The Barbados Constitution.

Invoking the Domestic Violence (Protection) Orders Legislation may protect a Woman who has been violently attacked in domestic circumstances. Protection orders may be obtained from a magistrate on the application of the victim, any other on her behalf or the Commissioner of Police.In the more serious circumstances; the police may seek to place the female in protective custody.

Under the Domestic Violence Legislation, orders could be made restricting the attackers' access to the victim. A 'power of arrest' may also be attached to such order if it is thought that the attacker is likely to breach the order.

Women in Barbados are becoming increasingly conscious of domestic violence due to the education programmes and activities associated with the International Day against Violence Against Women celebrated on November 25. These programmes and activities are arranged by the Bureau of Women's Affairs in collaboration with the NGO Community in Barbados.

SOURCE: The Barbados Business and Professional Women's Club Handbook on Domestic Violence.

POPULATION, RATES OF BIRTH, DEATH AND INFANT MORTALITY

YEAR	RESIDENT POPULATION AT DEC. 31 ('000 persons)	BIRTH RATE (Per 1 000 pop.	DEATH RATE (Per 1 000 pop.	RATE OF NATURAL INCREASE (Per 1 000 pop.	INFANT MORTALITY (PER 1 000 BIRTHS)	RATE OF POPULATION GROWTH (%)
1978	248.2	17.4	8.4	9	27	0.3
1979	248.8	17.2	8.6	8.6	24	0.2
1980	249.4	16.6	8.1	8.5	24.5	0.2
1981	250.5	17.6	7.4	10.2	16	0.4
1982	251.2	17.8	8	9.8	13.5	0.2
1983	251.8	17.9	8.2	9.7	24.5	0.4
1984	255.8	16.7	7.8	8.9	18.4	0.3
1985	257	16.7	8.3	8.4	17.8	0.4
1986	258	15.7	8.4	7.3	19	0.4
1987	258.8	14.8	8.5	6.3	22.2	0.3
1988	259.4	14.5	8.6	5.8	19.5	0.2
1989	260.3	15.5	8.8	6.7	18.2	0.2
1990	260.8	16.5	8.2	8	15.5	0.5
1991	262.5	16.2	8.7	7.5	15.3	0.4
1992	263.1	15.6	9	6.8	13.8	0.2
1993	263.9	14.3	9.1	5.2	9.8	0.3
1994	264.3	13.4	8.9	4.5	8.5	0.2
1995	264.4	13.1	9.4	3.7	13.2	0.4
1996	264.6	13.3	9.1	4.2	14.2	0.1
1997	266.1	14.3	8.7	5.6	13.2	0.6
1998	266.8	13.6	9.3	4.3	7.8	0.4
1999	267.4	14.5	9.0	5.5	10.0	0.2

ADULT POPULATION IN PRIVATE HOUSEHOLDS: ACTIVITY STATUS 1994-1999

BOTH SEXES

(000 PERSONS)

ACTIVITY STATUS	ADULT POPULATION											
	1994		1995		1996		1997		1998		1999	
	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
TOTAL ADULTS	200.4	100.0	200.7	100.0	200.8	100.0	201.1	100.0	201.4	100.0	201.8	100.0
LABOUR FORCE	135.1	67.4	136.8	68.2	135.4	67.4	135.8	67.5	136.3	67.7	136.6	67.7
EMPLOYED	105.5	52.6	109.9	54.8	114.3	56.9	116.1	57.7	119.6	59.4	122.4	60.7
UNEMPLOYED	29.6	14.8	26.9	13.4	21.1	10.5	19.6	9.7	16.7	8.3	14.2	7.1
INACTIVE POPULATION	65.3	32.6	63.9	31.8	65.4	32.6	65.3	32.5	64.9	32.3	64.9	32.2
KEPT HOUSE	16.9	8.4	16.5	8.2	14.3	7.1	12.5	6.2	11.7	5.8	11.7	5.8
AT SCHOOL	13.4	6.7	12.4	6.2	12.7	6.3	12.9	6.4	12.3	6.1	12.5	6.2
RETIRED	26.1	13.0	26.3	13.1	30.5	15.2	32.9	16.4	34.2	17.0	34.1	16.9
INCAPACITATED	3.7	1.8	3.3	1.6	3.0	1.5	2.7	1.3	2.7	1.3	3.1	1.5
VOLUNTARILY IDLE	2.8	1.4	2.5	1.2	0.9	0.5	0.2	0.1	0.4	0.2	0.3	0.1
OTHER	2.4	1.2	3.0	1.5	4.0	2.0	4.0	2.0	3.7	1.8	3.2	1.6
UNEMPLOYED AS % OF LABOUR FORCE * (UNEMPLOYMENT RATE)	21.9		19.7		15.6		14.5		12.3		10.4	
EMPLOYED AS % OF LABOUR FORCE (EMPLOYMENT RATE)	78.1		80.3		84.4		85.5		87.7		89.6	
LABOUR FORCE AS % OF ADULT POPULATION (PARTICIPATION RATE) **	67.4		68.2		67.4		67.5		67.7		67.7	

* UNEMPLOYMENT RATE = UNEMPLOYED / LABOUR FORCE * 100

* * PARTICIPATION RATE = LABOUR FORCE / ADULT POPULATION * 100

ADULT POPULATION IN PRIVATE HOUSEHOLDS: ACTIVITY STATUS 1994-1999

MALES

(000 PERSONS)

ACTIVITY STATUS	ADULT POPULATION											
	1994		1995		1996		1997		1998		1999	
	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
TOTAL ADULTS	92.7	100.0	92.8	100.0	92.8	100	94.8	100.0	94.9	100.0	95.1	100.0
LABOUR FORCE	68.8	74.2	69.1	74.5	69.0	74.3	69.8	73.6	70.3	74.0	71.0	74.7
EMPLOYED	56.7	61.2	57.7	62.2	60.4	65.0	61.9	65.3	64.4	67.8	65.5	68.9
UNEMPLOYED	12.1	13.1	11.4	12.3	8.6	9.2	7.9	8.3	5.9	6.2	5.5	5.8
INACTIVE POPULATION	23.9	25.8	23.6	25.4	23.9	25.8	25.0	26.4	24.6	25.9	23.9	25.1
KEPT HOUSE	0.3	0.3	0.2	0.2	1.3	1.4	1.2	1.3	1.3	1.4	1.0	1.1
AT SCHOOL	6.2	6.7	6.0	6.5	6.4	6.8	6.1	6.4	5.6	5.9	5.6	5.8
RETIRED	13.4	14.5	13.9	15.0	13.8	14.9	14.6	15.4	14.8	15.6	14.3	15.0
INCAPACITATED	1.7	1.8	1.3	1.4	1.4	1.5	1.3	1.4	1.3	1.3	1.5	1.5
VOLUNTARILY IDLE	1.3	1.4	1.0	1.1	0.5	0.5	0.1	0.1	0.2	0.2	0.1	0.1
OTHER	1.0	1.1	1.2	1.3	1.5	1.6	1.7	1.8	1.5	1.5	1.4	1.5
UNEMPLOYED AS % OF LABOUR FORCE * (UNEMPLOYMENT RATE)	17.6		16.5		12.4		11.3		8.4		7.7	
EMPLOYED AS % OF LABOUR FORCE (EMPLOYMENT RATE)	82.4		83.5		87.6		88.7		91.6		92.3	
LABOUR FORCE AS % OF ADULT POPULATION (PARTICIPATION RATE)	74.2		74.5		74.3		73.6		74.0		74.7	

* UNEMPLOYMENT RATE = UNEMPLOYED / LABOUR FORCE *100

** PARTICIPATION RATE = LABOUR FORCE / ADULT POPULATION *100

ADULT POPULATION IN PRIVATE HOUSEHOLDS: ACTIVITY STATUS 1994-1998

FEMALES

(000 PERSONS)

ACTIVITY STATUS	ADULT POPULATION											
	1994		1995		1996		1997		1998		1999	
	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
TOTAL ADULTS	107.8	100.0	107.9	100.0	107.9	100	106.4	100.0	106.5	100	106.7	100.0
LABOUR FORCE	66.3	61.5	67.6	62.7	66.5	61.6	66.0	62.0	66.0	62.0	65.6	61.5
EMPLOYED	48.4	44.9	52.1	48.3	53.9	49.9	54.3	51.0	55.2	51.8	56.9	53.3
UNEMPLOYED	17.5	16.2	15.5	14.4	12.6	11.6	11.7	11.0	10.8	10.2	8.7	8.2
INACTIVE POPULATION	41.5	38.5	40.3	37.3	41.5	38.4	40.3	37.8	40.3	37.8	41.0	38.4
KEPT HOUSE	16.6	15.4	16.3	15.1	13.0	12.0	11.2	10.6	10.4	9.8	10.7	10.0
AT SCHOOL	7.2	6.7	6.4	5.9	7.3	6.7	6.8	6.4	6.7	6.3	6.9	6.5
RETIRED	12.7	11.8	12.4	11.5	16.7	15.5	18.3	17.2	19.4	18.2	19.8	18.6
INCAPACITATED	2.0	1.9	1.9	1.8	1.5	1.4	1.4	1.3	1.4	1.3	1.6	1.5
VOLUNTARILY IDLE	1.5	1.4	1.5	1.4	0.5	0.4	0.1	0.1	0.2	0.1	0.2	0.1
OTHER	1.5	1.4	1.8	1.7	2.6	2.4	2.3	2.2	2.2	2.1	1.8	1.7
UNEMPLOYED AS % OF LABOUR FORCE * (UNEMPLOYMENT RATE)	26.4		23.0		18.9		17.8		16.4		13.3	
EMPLOYED AS % OF LABOUR FORCE (EMPLOYMENT RATE)	73.0		77.0		81.1		82.2		83.6		86.7	
LABOUR FORCE AS % OF ADULT POPULATION (PARTICIPATION RATE) * *	61.5		62.7		61.6		62.1		62.0		61.5	

* UNEMPLOYMENT RATE = UNEMPLOYED / LABOUR FORCE *100

* * PARTICIPATION RATE = LABOUR FORCE / ADULT POPULATION *100

LABOUR FORCE BY AGE GROUP

BOTH SEXES

(000 PERSONS)

AGE GROUP	1994	1995	1996	1997	1998	1999
15-19	8.2	8.5	7.7	7.2	7.3	7.5
20-24	18.7	19.3	18.3	17.9	15.9	16.3
25-29	18.9	19.4	18.0	18.2	18.8	17.9
30-34	20.9	21.0	20.2	19.6	19.7	18.0
35-39	19.0	19.0	19.2	19.9	19.8	19.9
40-44	16.3	17.1	17.2	18.0	18.7	19.5
45-49	12.7	12.2	13.2	13.8	13.9	14.5
50-54	9.3	9.0	9.5	9.6	10.5	11.0
55-59	5.8	6.0	6.9	6.3	6.6	6.6
60-64	3.4	3.3	3.9	3.7	3.4	3.8
65 & OVER	2.2	2.0	1.8	1.6	1.5	1.8
TOTAL	135.4	136.8	136.4	135.8	136.3	136.6

MALES

(000 PERSONS)

AGE GROUP	1994	1995	1996	1997	1998	1999
15-19	4.6	4.8	4.3	4.1	3.9	4.3
20-24	10.1	9.9	9.6	9.2	8.4	8.5
25-29	9.6	9.5	9.0	9.0	9.8	9.5
30-34	9.9	9.9	10.2	10.1	9.7	9.2
35-39	9.0	9.2	9.2	9.6	9.6	9.7
40-44	8.3	8.1	8.3	8.7	9.5	9.8
45-49	6.3	6.5	6.8	6.9	6.9	7.3
50-54	4.8	4.6	4.8	5.0	5.6	6.0
55-59	3.0	3.6	3.7	3.6	3.6	3.3
60-64	2.0	2.0	2.1	2.1	2.1	2.3
65 & OVER	1.3	1.3	1.1	0.8	0.9	1.1
TOTAL	68.8	69.1	69.0	69.8	70.3	71.0

FEMALES

(000 PERSONS)

AGE GROUP	1994	1995	1996	1997	1998	1999
15-19	3.7	3.8	3.4	3.1	3.4	3.5
20-24	8.6	9.4	8.7	8.2	7.5	7.9
25-29	9.3	9.8	8.9	9.2	9.0	8.4
30-34	11.0	11.1	10.1	9.5	10.0	8.7
35-39	10.0	9.8	10.1	10.3	10.2	10.3
40-44	8.0	9.0	8.9	9.2	9.2	9.7
45-49	6.4	5.8	6.3	6.9	7.0	7.2
50-54	4.5	4.5	4.6	4.6	5.0	5.0
55-59	2.8	2.5	3.1	2.7	3.0	3.3
60-64	1.4	1.3	1.9	1.6	1.3	1.6
65 & OVER	0.9	0.7	0.8	0.7	0.6	0.4
TOTAL	66.6	67.6	66.5	66.0	66.0	65.6

UNEMPLOYED BY AGE GROUP

BOTH SEXES

(000 PERSONS)

AGE GROUP	1994	1995	1996	1997	1998	1999
15-24	10.9	10.5	8.0	7.4	5.7	5.2
25-34	8.8	7.7	5.9	5.7	5.3	3.7
35-44	5.8	4.9	4.2	3.9	3.3	3.0
45-54	3.1	2.7	2.2	2.0	1.9	1.6
55-64	0.9	1.0	0.8	0.6	0.5	0.6
65 & OVER	0.1	0.1	0.1	0.0	0.0	0.1
TOTAL	29.6	26.9	21.1	19.6	16.7	14.2

MALES

(000 PERSONS)

AGE GROUP	1994	1995	1996	1997	1998	1999
15-24	5.1	4.9	3.4	3.4	2.5	2.3
25-34	3.2	2.8	2.1	2.2	1.5	1.3
35-44	1.9	1.9	1.5	1.2	1.0	1.0
45-54	1.4	1.2	1.0	0.8	0.7	0.6
55-64	0.5	0.6	0.5	0.3	0.2	0.3
65 & OVER	0.0	0.1	0.0	0.0	0.0	0.0
TOTAL	12.1	11.4	8.6	7.9	5.9	5.5

FEMALES

(000 PERSONS)

AGE GROUP	1994	1995	1996	1997	1998	1999
15-24	5.9	5.7	4.6	4.0	3.2	3.0
25-34	5.6	4.9	3.8	3.5	3.8	2.4
35-44	3.8	3.0	2.7	2.8	2.3	2.1
45-54	1.7	1.6	1.2	1.2	1.2	1.0
55-64	0.4	0.4	0.3	0.3	0.3	0.3
65 & OVER	0.1	0.0	0.0	0.0	0.0	0.0
TOTAL	17.5	15.5	12.6	11.7	10.8	8.7